

2SSB 5955 - S AMD 144

By Senator Zarelli

NOT ADOPTED 3/9/2007

1 On page 8, after line 16, insert the following:

2 "Sec. 8 RCW 28A.405.140 and 1993 c 336 s 403 are each amended to
3 read as follows:

4 (1) After an evaluation conducted pursuant to RCW 28A.405.100, the
5 principal or the evaluator may require the teacher to take in-service
6 training provided by the district in the area of teaching skills
7 needing improvement, and may require the teacher to have a mentor for
8 purposes of achieving such improvement.

9 (2) Notwithstanding the provisions of RCW 28A.405.210 and RCW
10 28A.405.220, if after three years of unsuccessful improvement based on
11 the in-service training and mentoring provided pursuant to subsection
12 1 of this section and after a finding that the lack of a teacher's
13 progress in improving his or her teaching skills is detrimental to the
14 academic performance of their students, the principal may initiate an
15 action to dismiss the teacher. In the event the principal makes this
16 determination, the teacher shall be notified in writing. The
17 notification shall include a detailed explanation of the reasons for
18 the principal making this determination.

19 (3) Within ten days of receiving notice pursuant to this section,
20 every teacher receiving such notice, at his or her request, shall be
21 provided an opportunity to meet informally with the principal for the
22 purpose of requesting the principal reconsider their decision. At such
23 meeting, the teacher shall be given the opportunity to refute any facts
24 upon which the principal's determination was made.

25 (4) Within ten days following the meeting with the teacher, the
26 principal shall either reinstate the teacher or shall submit to the
27 school district board of directors for consideration at its next
28 regular meeting a written report recommending the employment contract
29 of the teacher be terminated. A copy of the report shall be delivered
30 to the teacher at least ten days prior to the scheduled meeting of the
31 board of directors. At the board of directors meeting, the teacher
32 shall be given the opportunity to present information and provide

1 documentation refuting any facts upon which the principal's
2 determination was made.

3 (5) The board of directors shall notify the teacher in writing of
4 its final decision within ten days following the meeting at which the
5 principal's recommendation was considered. The decision of the board
6 of directors to terminate the contract of a teacher pursuant to this
7 section shall be final and not subject to appeal.

8 (6) All school district collective bargaining agreements signed,
9 adopted, or renewed after September 1, 2008 shall include provisions
10 consistent with this section."

11 Renumber the sections consecutively and correct any internal
12 references accordingly.

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17 On page 1, line 2 of the title, after "RCW 28A.310.350;" insert
18 "amending RCW 28A.405.140;"

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EFFECT: A principal may initiate an action to dismiss a teacher if, following three years of in-service training and mentoring to improve teaching skills evaluated as substandard, the principal finds the lack of a teacher's progress is detrimental to the academic performance of their students. The teacher is given written notice of this action and an opportunity to provide rebuttal information in an informal meeting with the principal. Within ten days following the meeting, the principal is required to reinstate the teacher or recommend that the School Board terminate the employee. At the meeting of the School Board, the teacher is given the opportunity to provide rebuttal information in writing and verbally. If the School Board decides to terminate the teacher, their decision is final and can not be appealed. After September 1, 2008, school district collective bargaining agreements are required to include provisions consistent with this process.